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Area Wage Survey

Buffalo, New York, Metropolitan Area October 1985

U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3030-55

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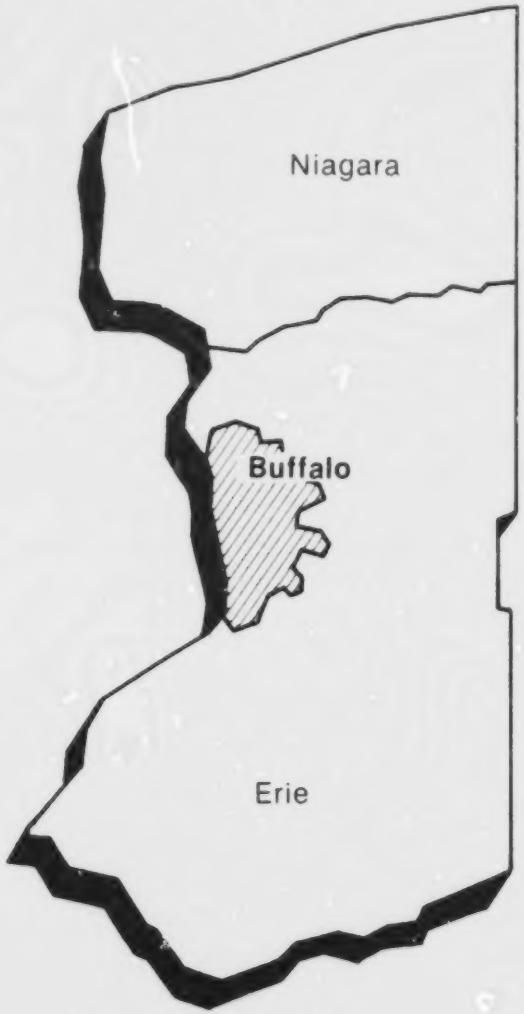

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Preface

This bulletin provides results of an October 1985 survey of occupational earnings in the Buffalo, NY, Standard Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. It was conducted by the Bureau's regional office in New York, NY, under the general direction of Robert M. Findlay, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

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Note:

A report on occupational earnings and employee benefits in the Buffalo area is available for the hospital industry (August 1985). This report is available from the Bureau's Regional Offices.

Regional offices also have available five summary releases: *Occupational Earnings and Wage Trends in Metropolitan Area* (3 parts); *Occupational Earnings in All Metropolitan Areas* (combined); and *Wage Differences Among Metropolitan Areas.*

A summary bulletin, *Area Wage Surveys, Selected Metropolitan Areas,* provides wage data for 70 areas in the Area Wage Survey program. This annual bulletin may be purchased from the Superintendent of Documents or from the BLS Publication Sales Center in Chicago.

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Area Wage Survey

Buffalo, New York, Metropolitan Area October 1985

U.S. Department of Labor
William E. Brock, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
January 1986

Bulletin 3030-55

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Introduction

This area is 1 of 70 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. (See list of areas on inside back cover.) In each area, earnings data for selected occupations (A-series tables) are collected annually. Information on establishment practices and employee benefits (B-series tables) is obtained every third year. This report has no B-series tables.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g. accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B. For the 31 largest survey areas, tables A-12 through A-17 provide similar data for establishments employing 500 workers or more.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field representatives to classify workers by occupation.

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Table A-1. Weekly earnings of office workers in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																					
			Mean[3]	Median[3]	Middle range[3]	Under 135	135 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 480	480 – 520	520 – 560	560 and over
Secretaries	1,468	39.0	329.50	315.50	265.00– 370.50	-	-	3	2	3	66	100	162	144	117	155	148	118	123	62	73	32	47	36	40	37
Manufacturing	765	39.5	355.50	344.00	296.00– 402.00	-	-	-	-	-	14	8	73	50	51	87	71	69	105	35	66	22	41	30	18	25
Nonmanufacturing	703	38.0	301.50	280.00	245.00– 330.00	-	-	3	2	3	52	92	89	94	66	68	77	49	18	27	7	10	6	6	22	12
Transportation and utilities	55	39.5	470.00	526.00	365.50– 559.50	-	-	-	-	-	-	6	-	1	-	4	-	-	3	1	1	1	3	5	19	* 11
Secretaries I	328	38.0	278.50	250.00	228.50– 294.00	-	-	2	-	1	49	72	60	52	23	12	6	5	13	6	5	-	2	6	8	6
Manufacturing	85	40.0	378.50	375.00	282.50– 466.00	-	-	-	-	-	-	-	8	12	7	6	2	4	13	6	5	-	2	6	8	6
Nonmanufacturing	243	37.5	243.50	236.50	225.00– 266.00	-	-	2	-	1	49	72	52	40	16	6	4	1	-	-	-	-	-	-	-	-
Secretaries II	281	38.5	313.00	307.00	265.00– 335.00	-	-	1	2	2	-	1	60	27	24	49	51	22	1	6	11	6	8	3	7	-
Manufacturing	117	40.0	309.00	307.00	241.00– 342.00	-	-	-	-	-	-	-	40	3	11	19	14	9	-	3	6	5	7	-	-	-
Nonmanufacturing	164	37.5	316.00	306.50	271.00– 335.00	-	-	1	2	2	-	1	20	24	13	30	37	13	1	3	5	1	1	3	7	-
Secretaries III	450	39.0	341.00	334.50	292.00– 360.50	-	-	-	-	-	9	20	13	27	65	50	62	42	74	13	15	11	16	21	4	8
Manufacturing	327	39.5	357.50	348.50	308.00– 374.50	-	-	-	-	-	7	1	4	14	33	38	45	36	70	11	15	9	14	21	1	8
Nonmanufacturing	123	38.5	297.00	287.50	263.00– 324.50	-	-	-	-	-	2	19	9	13	32	12	17	6	4	2	-	2	2	-	3	-
Secretaries IV	277	39.0	361.00	364.00	300.00– 408.50	-	-	-	-	-	7	7	22	29	4	26	20	22	30	28	27	7	18	6	15	9
Manufacturing	166	39.5	361.00	377.00	265.50– 410.00	-	-	-	-	-	7	7	14	14	-	7	3	19	20	14	26	7	16	3	9	-
Nonmanufacturing	111	38.5	361.50	327.00	300.00– 385.00	-	-	-	-	-	-	-	8	15	4	19	17	3	10	14	1	-	2	3	6	9
Secretaries V	121	39.0	374.50	347.00	303.50– 402.00	-	-	-	-	-	1	-	7	9	1	18	9	27	5	8	15	8	2	-	-	11
Manufacturing	70	39.5	385.50	326.50	303.50– 402.00	-	-	-	-	-	-	-	7	7	-	17	7	1	2	1	14	1	2	-	-	* - 11
Nonmanufacturing	51	38.0	359.50	352.00	340.00– 392.50	-	-	-	-	-	1	-	-	2	1	1	2	26	3	7	1	7	-	-	-	-
Stenographers	222	38.5	325.50	313.00	271.50– 387.50	-	-	-	-	-	2	11	14	42	33	26	18	14	1	27	2	5	27	-	-	-
Nonmanufacturing: Transportation and utilities	46	40.0	420.50	444.50	385.00– 444.50	-	-	-	-	-	-	-	-	-	-	-	-	6	1	5	2	5	27	-	-	-
Stenographers II	112	38.5	370.00	352.50	313.00– 439.00	-	-	-	-	-	-	-	-	-	16	16	18	8	1	20	2	4	27	-	-	-
Typists	396	38.0	235.50	225.00	178.50– 267.00	-	-	26	78	24	67	38	62	15	36	2	17	3	21	1	-	-	-	6	-	-
Manufacturing	104	39.0	250.50	241.00	201.50– 271.00	-	-	-	21	2	12	15	24	7	2	-	-	-	21	-	-	-	-	-	-	-
Nonmanufacturing	292	37.5	230.50	215.00	176.00– 258.00	-	-	26	57	22	55	23	38	8	34	2	17	3	-	1	-	-	-	6	-	-
Typists I	258	38.0	226.00	218.00	178.00– 256.00	-	-	26	45	9	52	35	51	12	7	-	-	-	21	-	-	-	-	-	-	-
Manufacturing	93	39.0	251.00	241.00	200.50– 278.50	-	-	-	21	2	11	12	19	5	2	-	-	-	21	-	-	-	-	-	-	-
Nonmanufacturing	165	37.5	211.50	209.50	169.50– 247.00	-	-	26	24	7	41	23	32	7	5	-	-	-	-	-	-	-	-	-	-	-
Typists II	138	38.0	254.50	244.00	183.00– 296.00	-	-	-	33	15	15	3	11	3	29	2	17	3	-	1	-	-	-	6	-	-
Nonmanufacturing	127	37.5	255.00	240.00	179.50– 296.00	-	-	-	33	15	14	-	6	1	29	2	17	3	-	1	-	-	-	6	-	-
Word processors	122	38.5	276.00	268.00	222.50– 315.00	-	-	-	7	7	11	17	15	15	14	8	11	3	1	5	-	6	-	-	1	1
Nonmanufacturing	77	38.0	261.50	240.00	209.50– 296.50	-	-	-	7	7	9	15	6	11	4	4	6	1	-	-	-	6	-	-	1	-
Word processors I	69	38.5	266.50	254.50	222.50– 297.00	-	-	-	7	4	4	12	9	12	5	6	1	-	-	3	-	6	-	-	-	-
Word processors II	53	38.5	288.50	291.50	234.00– 322.50	-	-	-	-	3	7	5	6	3	9	2	10	3	1	2	-	-	-	-	1	1
File clerks	195	38.0	198.00	190.00	185.00– 220.00	9	-	29	8	60	39	21	14	7	4	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	173	37.5	196.50	190.00	185.00– 217.00	9	-	29	1	52	39	20	13	5	1	4	-	-	-	-	-	-	-	-	-	-
File clerks I	148	38.0	188.50	185.00	164.50– 210.00	9	-	25	8	52	23	21	8	2	-	-	-	-	-	-	-	-	-	-	-	-
Messengers	66	38.5	225.50	215.50	175.00– 261.00	2	2	5	11	12	3	-	11	5	7	-	4	-	4	-	-	-	-	-	-	-
Switchboard operators	92	39.0	236.50	212.50	180.00– 286.00	2	-	13	6	22	6	7	3	8	9	4	1	-	7	1	-	2	1	-	-	-
Nonmanufacturing	74	37.5	213.50	197.00	168.00– 235.50	2	-	13	6	22	6	7	3	7	3	-	1	-	1	-	-	2	1	-	-	-

See footnotes at end of tables.

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Table A-1. Weekly earnings of office workers in Buffalo, NY, October 1985 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[3]	Middle range[3]	Under 135	135 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 480	480 – 520	520 – 560	560 and over
Switchboard operator-receptionists	372	39.0	226.50	211.00	180.00– 251.00	6	-	27	59	53	59	43	57	15	13	7	3	-	19	-	-	4	-	7	-	-
Manufacturing	186	39.0	239.50	220.00	180.00– 270.00	-	-	17	27	7	37	23	19	15	12	7	3	-	15	-	-	-	-	4	-	-
Nonmanufacturing	186	39.0	214.00	195.00	169.00– 240.00	6	-	10	32	46	22	20	38	-	1	-	-	-	4	-	-	4	-	3	-	-
Order clerks	268	39.5	301.50	284.00	248.00– 326.00	-	-	1	2	17	8	35	37	17	37	32	21	3	-	14	15	7	15	7	-	-
Manufacturing	190	39.5	287.50	274.50	235.00– 300.00	-	-	-	-	14	7	30	32	16	37	17	6	3	-	14	-	7	-	7	-	-
Order clerks I	153	39.0	270.00	256.50	235.00– 296.00	-	-	1	2	3	8	35	37	15	21	15	2	-	-	14	-	-	-	-	-	-
Manufacturing	135	39.0	277.50	259.00	235.00– 299.00	-	-	-	-	-	7	30	32	14	21	15	2	-	-	14	-	-	-	-	-	-
Order clerks II	101	40.0	365.50	326.50	300.00– 439.00	-	-	-	-	-	-	-	-	2	16	17	19	3	-	-	15	7	15	7	-	-
Accounting clerks	1,452	39.0	263.50	250.00	218.50– 293.00	-	-	16	36	105	209	167	266	228	125	63	63	64	23	35	6	24	7	1	7	7
Manufacturing	666	39.5	286.50	265.50	240.00– 319.50	-	-	-	7	-	68	60	143	106	73	43	33	40	20	32	5	18	3	1	7	7
Nonmanufacturing	786	39.0	243.50	238.00	202.00– 275.00	-	-	16	29	105	141	107	123	122	52	20	30	24	3	3	1	6	4	-	-	-
Transportation and utilities	52	39.5	293.00	282.00	225.00– 350.00	-	-	-	3	-	5	7	3	6	8	4	1	5	1	1	1	6	-	-	-	-
Accounting clerks I	94	39.0	204.50	210.00	169.50– 223.00	-	-	16	12	7	27	23	5	1	1	1	-	-	1	-	-	-	-	-	-	-
Nonmanufacturing	69	39.0	199.50	189.00	162.00– 230.00	-	-	16	12	7	14	11	5	1	1	1	-	-	1	-	-	-	-	-	-	-
Accounting clerks II	646	39.0	250.00	241.50	209.50– 272.00	-	-	-	14	71	140	91	81	117	53	11	18	9	12	23	1	5	-	-	-	-
Manufacturing	249	39.5	270.50	262.50	230.00– 290.00	-	-	-	-	-	55	32	26	60	26	2	7	6	12	21	1	1	-	-	-	-
Nonmanufacturing	397	39.0	236.50	228.50	200.00– 265.00	-	-	-	14	71	85	59	55	57	27	9	11	3	-	2	-	4	-	-	-	-
Transportation and utilities	30	39.5	271.50	262.00	220.00– 292.00	-	-	-	3	-	4	7	1	4	4	-	-	3	-	-	-	4	-	-	-	-
Accounting clerks III	565	39.5	270.50	260.00	240.00– 302.00	-	-	-	10	27	42	49	130	103	54	48	34	44	6	11	4	-	3	-	-	-
Manufacturing	283	39.5	285.50	280.00	240.00– 316.50	-	-	-	7	-	-	16	78	39	39	38	16	30	4	10	3	-	3	-	-	-
Nonmanufacturing	282	39.0	255.50	250.00	218.00– 277.00	-	-	-	3	27	42	33	52	64	15	10	18	14	2	1	1	-	-	-	-	-
Accounting clerks IV	147	39.5	333.00	290.00	250.00– 422.00	-	-	-	-	-	-	4	50	7	17	3	11	11	4	1	1	19	4	1	7	7
Manufacturing	109	39.5	341.00	312.50	250.00– 426.00	-	-	-	-	-	-	-	39	7	8	3	10	4	4	1	1	17	-	1	7	7
Payroll clerks	315	39.5	270.50	245.00	200.00– 326.00	-	-	-	21	57	31	26	35	12	18	35	9	22	13	18	4	4	1	4	3	2
Manufacturing	229	39.5	275.00	255.00	200.00– 343.50	-	-	-	16	40	17	14	31	6	14	26	5	21	8	18	4	4	-	1	2	2
Nonmanufacturing	86	39.0	258.50	224.00	199.00– 300.00	-	-	-	5	17	14	12	4	6	4	9	4	1	5	-	-	-	1	3	1	-
Key entry operators	470	39.0	269.50	256.50	212.50– 305.50	-	-	7	43	23	60	62	45	59	33	54	24	15	16	-	1	-	5	8	8	7
Manufacturing	219	40.0	304.50	292.50	255.00– 312.00	-	-	-	7	-	13	26	13	25	32	53	8	5	16	-	1	-	5	2	6	7
Nonmanufacturing	251	38.5	239.00	224.50	197.50– 262.00	-	-	7	36	23	47	36	32	34	1	1	16	10	-	-	-	-	-	6	2	-
Key entry operators I	288	39.0	242.00	229.00	203.00– 275.00	-	-	7	34	20	53	39	33	33	24	23	7	4	6	-	-	-	4	1	-	-
Manufacturing	113	40.0	288.50	283.50	254.50– 311.00	-	-	-	-	-	13	8	10	14	24	22	7	4	6	-	-	-	4	1	-	-
Nonmanufacturing	175	38.5	212.00	210.00	187.00– 238.50	-	-	7	34	20	40	31	23	19	-	1	-	-	-	-	-	-	-	-	-	-
Key entry operators II	182	39.0	313.00	302.50	246.00– 337.00	-	-	-	9	3	7	23	12	26	9	31	17	11	10	-	1	-	1	7	6	7
Manufacturing	106	40.0	321.50	305.50	258.50– 348.50	-	-	-	7	-	-	18	3	11	8	31	1	1	10	-	1	-	1	1	6	7
Nonmanufacturing	76	38.0	300.50	262.00	244.00– 337.00	-	-	-	2	3	7	5	9	15	1	-	16	10	-	-	-	-	-	6	2	-

* All workers were at $560.00 to $600.00.

* * Workers were distributed as follows: 2 at $560.00 to $600.00; 1 at $600.00 to $640.00; 4 at $640.00 to $680.00; 1 at $680.00 to $720.00; and 3 at $720.00 to $760.00.

Also see footnotes at end of tables.

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Table A-2. Weekly earnings of professional and technical workers in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[3]	Middle range[3]	Under 200	200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 and over
Computer systems analysts (business)	205	39.0	553.00	545.00	480.00– 612.50	-	-	-	-	-	-	-	-	1	8	5	5	11	8	11	26	37	28	22	21	* 22
Manufacturing	129	40.0	590.00	583.00	537.50– 641.00	-	-	-	-	-	-	-	-	1	-	-	2	4	1	2	14	28	20	19	19	19
Nonmanufacturing	76	37.5	489.50	478.00	427.00– 541.00	-	-	-	-	-	-	-	-	-	8	5	3	7	7	9	12	9	8	3	2	3
Computer systems analysts (business) II	109	39.0	534.00	537.50	465.00– 576.00	-	-	-	-	-	-	-	-	1	5	1	2	11	5	9	11	26	12	8	10	8
Manufacturing	70	39.5	578.50	570.00	537.50– 641.00	-	-	-	-	-	-	-	-	1	-	-	-	4	-	2	2	23	12	8	10	8
Computer systems analysts (business) III	65	39.0	617.50	610.50	578.00– 654.50	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	2	7	16	13	11	13
Computer programmers (business)	398	38.5	448.00	441.00	393.00– 496.00	-	-	-	-	-	8	4	15	27	28	25	43	33	49	18	63	25	15	4	-	11
Manufacturing	146	40.0	471.00	441.50	413.00– 544.00	-	-	-	-	-	2	2	7	5	11	4	19	16	29	5	4	18	9	4	-	11
Computer programmers (business) I	88	39.0	388.00	393.50	344.00– 441.50	-	-	-	-	-	8	2	9	21	2	4	7	9	23	-	1	2	-	-	-	-
Manufacturing	58	40.0	415.50	422.50	393.50– 441.50	-	-	-	-	-	2	-	6	4	2	2	7	9	23	-	1	2	-	-	-	-
Computer programmers (business) II	143	38.0	421.50	412.50	376.50– 458.00	-	-	-	-	-	-	2	6	6	24	18	30	12	12	12	12	4	3	2	-	-
Computer programmers (business) III	134	38.0	511.00	499.00	446.50– 544.00	-	-	-	-	-	-	-	-	-	2	3	6	12	14	6	50	18	12	1	-	10
Computer operators	244	39.5	350.50	335.50	267.50– 395.00	1	23	23	10	18	18	15	21	22	25	12	13	8	6	3	3	4	5	6	5	5
Manufacturing	151	40.0	384.50	367.00	320.00– 419.00	-	-	7	2	12	6	9	18	20	21	10	11	7	6	3	3	1	2	3	5	5
Nonmanufacturing	93	39.0	295.50	259.50	219.50– 314.50	1	23	16	8	6	10	6	3	2	4	2	2	1	-	-	-	3	3	3	-	-
Computer operators II	163	39.5	338.00	320.00	270.00– 377.00	-	13	18	4	17	14	10	14	13	22	6	10	3	4	-	3	4	2	2	4	-
Manufacturing	109	40.0	367.50	349.50	310.00– 408.00	-	-	7	2	12	4	6	14	11	19	5	10	3	4	-	3	1	2	2	4	-
Nonmanufacturing	54	39.5	277.50	267.00	221.00– 293.00	-	13	11	2	5	10	4	-	2	3	1	-	-	-	-	-	3	-	-	-	-
Drafters	511	40.0	423.50	409.00	360.00– 490.00	6	3	2	25	5	31	12	24	19	51	44	52	36	26	31	57	25	24	19	9	10
Manufacturing	397	40.0	439.00	418.00	369.50– 496.00	-	-	2	9	2	24	4	22	13	43	38	44	33	18	26	43	21	17	19	9	10
Nonmanufacturing	114	40.0	370.00	366.00	280.00– 461.50	6	3	-	16	3	7	8	2	6	8	6	8	3	8	5	14	4	7	-	-	-
Drafters III	120	40.0	362.50	369.50	290.50– 397.00	-	-	2	17	4	9	4	6	12	22	19	8	1	-	2	4	5	5	-	-	-
Manufacturing	90	40.0	391.50	375.50	354.50– 408.00	-	-	2	2	2	7	-	4	7	22	19	5	1	-	2	4	5	5	-	-	-
Drafters IV	198	40.0	437.50	432.00	366.00– 506.50	-	-	-	-	-	19	4	7	5	26	17	12	26	12	5	24	16	12	10	2	1
Manufacturing	170	40.0	449.00	434.00	369.00– 517.00	-	-	-	-	-	15	-	7	4	18	14	10	23	10	4	24	16	12	10	2	1
Drafters V	139	40.0	499.00	472.50	417.00– 546.00	-	-	-	-	-	-	-	-	-	-	6	29	5	14	20	29	4	7	9	7	9
Manufacturing	95	40.0	507.00	472.50	417.00– 627.50	-	-	-	-	-	-	-	-	-	-	3	23	5	8	16	15	-	-	9	7	9
Electronics technicians	276	40.0	446.50	432.00	355.00– 566.00	-	-	-	-	-	11	30	12	27	17	18	14	14	16	6	36	2	45	24	4	-
Registered industrial nurses	72	39.5	487.50	491.50	404.00– 530.00	-	-	-	-	-	-	-	-	4	3	8	4	6	5	3	12	11	4	7	5	-
Manufacturing	67	40.0	493.50	491.50	423.50– 547.50	-	-	-	-	-	-	-	-	2	3	8	2	6	5	3	11	11	4	7	5	-

* Workers were distributed as follows: 10 at $680.00 to $720.00; 5 at $720.00 to $760.00; 6 at $760.00 to $800.00; and 1 at $800.00 to $840.00.

Also see footnotes at end of tables.

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Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Buffalo, NY, October 1985

Sex,[4] occupation, and industry division	Number of workers	Average (mean[3])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Office occupations - women			
Secretaries	1,466	39.0	329.50
Manufacturing	765	39.5	355.50
Nonmanufacturing	701	38.0	301.00
Transportation and utilities	55	39.5	470.00
Secretaries I	328	38.0	278.50
Manufacturing	85	40.0	378.50
Nonmanufacturing	243	37.5	243.50
Secretaries II	281	38.5	313.00
Manufacturing	117	40.0	309.00
Nonmanufacturing	164	37.5	316.00
Secretaries III	450	39.0	341.00
Manufacturing	327	39.5	357.50
Nonmanufacturing	123	38.5	297.00
Secretaries IV	277	39.0	361.00
Manufacturing	166	39.5	361.00
Nonmanufacturing	111	38.5	361.50
Secretaries V	121	39.0	374.50
Manufacturing	70	39.5	385.50
Nonmanufacturing	51	38.0	359.50
Stenographers	220	38.5	325.00
Nonmanufacturing			
Transportation and utilities	44	40.0	421.00
Stenographers II	110	38.5	369.50
Typists	396	38.0	235.50
Manufacturing	104	39.0	250.50
Nonmanufacturing	292	37.5	230.50
Typists I	258	38.0	226.00
Manufacturing	93	39.0	251.00
Nonmanufacturing	165	37.5	211.50
Typists II	138	38.0	254.50
Nonmanufacturing	127	37.5	255.00
Word processors	122	38.5	276.00
Nonmanufacturing	77	38.0	261.50
Word processors I	69	38.5	266.50
Word processors II	53	38.5	288.50
File clerks	192	38.0	198.00
Nonmanufacturing	170	37.5	196.50
File clerks I	148	38.0	188.50
Switchboard operators	90	38.0	238.00
Nonmanufacturing	72	37.5	214.50
Switchboard operator-receptionists	372	38.0	226.50
Manufacturing	186	39.0	239.50
Nonmanufacturing	186	39.0	214.00
Order clerks	239	39.5	288.50
Manufacturing	176	39.5	281.00
Order clerks I	148	39.0	270.00
Manufacturing	130	39.0	277.00
Order clerks II	77	40.0	344.50
Accounting clerks	1,364	39.0	260.50
Manufacturing	621	39.5	285.00
Nonmanufacturing	743	39.0	240.50
Transportation and utilities	47	39.5	286.00
Accounting clerks I	90	39.0	200.00
Nonmanufacturing	65	39.0	192.50
Accounting clerks II	590	39.0	247.50
Manufacturing	222	39.5	274.00
Nonmanufacturing	368	39.0	231.50
Transportation and utilities	27	39.0	262.50
Accounting clerks III	545	39.5	268.50
Manufacturing	272	39.5	283.00
Nonmanufacturing	273	39.0	254.50
Accounting clerks IV	139	39.5	325.00
Manufacturing	102	39.5	329.50
Payroll clerks	307	39.5	268.00
Manufacturing	224	39.5	272.00
Nonmanufacturing	83	39.0	257.50
Key entry operators	455	39.0	267.00
Manufacturing	216	40.0	303.50
Nonmanufacturing	239	38.5	234.00
Key entry operators I	287	39.0	242.00
Manufacturing	113	40.0	288.50
Nonmanufacturing	174	38.5	211.50
Key entry operators II	168	39.0	310.50
Manufacturing	103	40.0	320.50
Nonmanufacturing	65	38.0	295.00
Professional and technical occupations - men			
Computer systems analysts (business)	139	39.0	572.00
Manufacturing	96	40.0	597.00
Computer systems analysts (business) II	69	39.5	556.50
Manufacturing	53	39.5	591.00
Computer systems analysts (business) III	50	39.0	621.50
Computer programmers (business):			
Manufacturing	97	40.0	484.00
Computer operators	117	39.5	390.50
Manufacturing	71	40.0	430.50
Computer operators II	64	39.5	383.00
Manufacturing	50	40.0	399.00
Drafters	417	40.0	433.50
Manufacturing	325	40.0	449.50
Nonmanufacturing	92	40.0	377.50
Drafters III	92	40.0	361.50
Manufacturing	65	39.5	398.50
Drafters IV	159	40.0	445.50
Manufacturing	140	40.0	455.00
Drafters V	127	40.0	507.00
Manufacturing	89	40.0	512.50
Electronics technicians	276	40.0	446.50
Professional and technical occupations - women			
Computer systems analysts (business)	66	38.5	512.50
Computer operators	123	39.5	313.00
Manufacturing	80	39.5	344.00
Computer operators II	96	39.5	306.50
Manufacturing	59	39.5	341.00
Drafters	94	40.0	379.50
Manufacturing	72	40.0	392.00
Registered industrial nurses	72	39.5	487.50
Manufacturing	67	40.0	493.50

See footnotes at end of tables.

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Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean[1]	Median[2]	Middle range[3]	Under 8.00	8.00 and under 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 – 10.00	10.00 – 10.25	10.25 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 and over
Maintenance carpenters	69	11.76	12.05	11.41–12.54	2	-	-	2	7	2	7	-	-	-	-	2	5	5	19	9	1	6	-	-	6	-	1
Manufacturing	60	12.14	12.05	11.56–12.54	-	-	-	-	7	-	-	-	-	-	-	2	5	5	19	9	1	6	-	-	6	-	-
Maintenance electricians	809	13.76	13.79	12.38–15.60	2	1	-	2	7	-	27	7	3	-	2	11	37	42	119	60	54	59	-	8	1	367	-
Manufacturing	772	13.81	13.79	12.38–15.60	-	-	-	-	7	-	21	7	-	-	-	11	37	42	119	60	54	59	-	4	-	351	-
Maintenance painters	77	12.92	12.32	12.24–15.86	2	4	4	2	-	1	-	-	-	-	-	4	2	-	23	-	-	6	-	-	-	29	-
Manufacturing	64	13.89	13.73	12.24–15.86	-	-	-	-	-	-	-	-	-	-	-	4	2	-	23	-	-	6	-	-	-	29	-
Maintenance machinists	260	12.57	12.68	11.78–13.16	-	-	-	-	-	-	-	16	-	-	5	-	32	15	-	91	64	19	8	-	-	10	-
Manufacturing	245	12.48	12.68	11.78–13.16	-	-	-	-	-	-	-	16	-	-	-	-	32	15	-	91	64	19	8	-	-	-	-
Maintenance mechanics (machinery)	1,385	13.47	13.73	12.32–15.60	21	7	-	7	14	18	-	97	14	14	25	8	14	74	165	111	93	60	4	12	11	616	-
Manufacturing	1,211	13.66	15.60	12.32–15.60	21	7	-	7	14	7	-	64	14	14	25	8	14	74	165	86	20	60	4	-	11	616	-
Maintenance pipefitters	387	13.92	13.73	12.54–15.37	-	-	-	7	-	-	2	-	-	-	-	2	6	30	45	36	12	54	-	-	191	2	-
Manufacturing	385	13.94	15.37	12.54–15.37	-	-	-	7	-	-	-	-	-	-	-	2	6	30	45	36	12	54	-	-	191	2	-
Millwrights	495	13.68	15.37	11.73–15.37	-	-	-	-	21	-	-	-	-	-	1	-	64	39	42	36	20	-	-	-	270	2	-
Manufacturing	495	13.68	15.37	11.73–15.37	-	-	-	-	21	-	-	-	-	-	1	-	64	39	42	36	20	-	-	-	270	2	-
Motor vehicle mechanics	495	11.94	12.38	9.63–14.80	32	-	28	26	-	4	11	60	55	4	2	7	1	7	15	15	37	35	31	43	50	10	22
Manufacturing	144	13.10	13.73	11.59–15.39	-	-	28	-	-	-	2	-	-	-	2	1	1	7	15	11	4	3	-	-	50	-	* 20
Nonmanufacturing	351	11.46	9.95	9.63–13.69	32	-	-	26	-	4	9	60	55	4	-	6	-	-	-	4	33	32	31	43	-	10	2
Transportation and utilities	266	11.76	13.35	9.63–14.32	* * 32	-	-	26	-	2	-	60	-	4	-	6	-	-	-	-	18	32	31	43	-	10	2
Maintenance workers (general)	422	8.87	8.96	6.87–10.89	# 174	8	-	22	7	7	5	16	3	21	16	78	2	-	43	-	-	16	4	-	-	-	-
Manufacturing	255	10.30	10.51	9.14–10.99	27	6	-	18	7	7	-	14	-	21	16	78	-	-	41	-	-	16	4	-	-	-	-
Nonmanufacturing	167	6.69	6.87	5.35– 7.50	147	2	-	4	-	-	5	2	3	-	-	-	2	-	2	-	-	-	-	-	-	-	-
Maintenance trades helpers	69	8.32	7.68	7.68–10.03	# # 45	-	-	-	-	5	-	-	-	14	-	-	-	-	5	-	-	-	-	-	-	-	-
Machine-tool operators (toolroom)	354	14.56	15.48	14.25–15.48	-	-	-	-	-	-	-	-	-	-	-	2	62	9	7	-	-	-	9	-	188	77	-
Manufacturing	354	14.56	15.48	14.25–15.48	-	-	-	-	-	-	-	-	-	-	-	2	62	9	7	-	-	-	9	-	188	77	-
Tool and die makers	741	14.10	15.62	12.41–15.68	-	-	-	-	-	-	3	7	-	-	-	3	42	120	19	65	61	6	-	4	24	385	2
Manufacturing	741	14.10	15.62	12.41–15.68	-	-	-	-	-	-	3	7	-	-	-	3	42	120	19	65	61	6	-	4	24	385	2
Stationary engineers	197	13.28	13.87	11.32–15.31	-	-	3	-	14	1	-	-	-	3	-	4	29	6	-	6	25	24	6	-	71	5	-
Manufacturing	186	13.40	13.87	11.32–15.37	-	-	-	-	14	-	-	-	-	-	-	4	29	6	-	6	25	24	6	-	67	5	-

* All workers were at $16.00 to $16.50.

* * Workers were distributed as follows: 20 at $7.50 to $7.75; and 12 at $7.75 to $8.00.

Workers were distributed as follows: 12 at $4.25 to $4.50; 2 at $4.50 to $4.75; 16 at $4.75 to $5.00; 23 at $5.00 to $5.25; 13 at $5.25 to $5.50; 12 at $5.50 to $5.75; 6 at $6.00 to $6.25; 6 at $6.25 to $6.50; 5 at $6.50 to $6.75; 20 at $6.75 to $7.00; 9 at $7.00 to $7.25; 16 at $7.25 to $7.50; 18 at $7.50 to $7.75; and 16 at $7.75 to $8.00.

Workers were distributed as follows: 4 at $5.75 to $6.00; 2 at $6.00 to $6.25; 2 at $6.25 to $6.50; 2 at $6.50 to $6.75; 28 at $7.50 to $7.75; and 7 at $7.75 to $8.00.

Also see footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean[1]	Median[1]	Middle range[2]	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00
Truckdrivers	1,682	11.52	12.10	8.50–13.74	-	9	-	13	20	2	-	56	62	112	144	39	14	94	126	23	122	216	260	216	30	124	-
Manufacturing	382	12.61	12.63	10.40–16.64	-	-	-	-	16	-	-	-	9	13	2	13	5	23	42	23	17	64	17	14	-	124	-
Nonmanufacturing	1,300	11.20	11.65	8.30–13.74	-	9	-	13	4	2	-	56	53	99	142	26	9	71	84	-	105	152	243	202	30	-	-
Transportation and utilities	601	13.14	12.74	10.30–14.67	-	-	-	-	-	-	-	-	-	-	-	12	9	49	84	-	-	-	216	202	30	-	-
Truckdrivers, light truck	78	7.35	6.55	6.55– 8.35	-	-	-	2	16	-	-	29	2	6	7	-	-	-	-	16	-	-	-	-	-	-	-
Truckdrivers, medium truck	281	12.84	14.67	12.67–14.67	-	9	-	11	2	-	-	-	7	-	-	13	4	2	-	1	-	28	37	167	-	-	-
Manufacturing	54	10.51	12.10	8.83–12.10	-	-	-	-	-	-	-	-	7	-	-	13	3	2	-	1	-	28	-	-	-	-	-
Truckdrivers, heavy truck	407	11.59	11.50	7.90–16.64	-	-	-	-	2	2	-	21	51	67	-	-	2	4	14	-	117	-	3	-	-	124	-
Nonmanufacturing	244	9.26	7.90	7.35–11.50	-	-	-	-	2	2	-	21	51	60	-	-	-	-	-	-	105	-	3	-	-	-	-
Truckdrivers, tractor-trailer	868	11.56	12.60	9.57–13.74	-	-	-	-	-	-	-	-	2	27	137	8	8	88	112	6	5	188	208	49	30	-	-
Manufacturing	113	11.66	11.05	10.40–12.77	-	-	-	-	-	-	-	-	-	-	2	-	-	17	2	6	5	36	5	14	-	-	-
Nonmanufacturing	755	11.54	12.60	9.53–13.74	-	-	-	-	-	-	-	-	2	27	135	8	8	71	84	-	-	152	203	35	30	-	-
Transportation and utilities	381	12.59	13.74	10.30–13.75	-	-	-	-	-	-	-	-	-	-	-	-	8	48	84	-	-	-	176	35	30	-	-
Shippers	128	8.98	8.82	7.03–10.96	-	-	-	16	-	-	-	3	18	-	6	27	-	1	1	41	15	-	-	-	-	-	-
Manufacturing	102	8.64	8.82	7.03–10.96	-	-	-	16	-	-	-	3	18	-	6	16	-	1	1	41	-	-	-	-	-	-	-
Receivers	149	9.80	10.05	8.27–10.86	-	-	1	6	4	4	1	2	-	7	14	2	-	33	5	35	13	15	7	-	-	-	-
Manufacturing	123	9.90	9.86	9.52–10.86	-	-	-	-	4	2	-	2	-	7	14	1	-	33	5	35	13	-	7	-	-	-	-
Shippers and receivers	202	9.06	10.53	7.07–10.60	-	3	20	2	4	17	-	-	7	1	4	14	-	-	28	86	13	-	3	-	-	-	-
Manufacturing	181	9.41	10.56	8.89–10.60	-	-	16	-	-	16	-	-	7	1	4	7	-	-	28	86	13	-	3	-	-	-	-
Warehousemen	894	11.21	12.15	9.78–12.31	-	2	-	-	-	-	-	47	13	-	3	35	88	53	19	41	89	466	23	15	-	-	-
Manufacturing	364	10.47	10.67	9.22–11.79	-	-	-	-	-	-	-	26	7	-	3	20	63	26	15	39	79	48	18	-	-	-	-
Nonmanufacturing	530	11.72	12.31	12.15–12.31	-	2	-	-	-	-	-	21	6	-	-	15	5	27	4	2	10	418	5	15	-	-	-
Order fillers	191	9.12	9.23	8.35– 9.86	-	-	-	-	-	-	-	-	-	1	84	7	19	56	23	1	-	-	-	-	-	-	-
Shipping packers	395	11.37	13.14	9.50–13.14	-	-	-	-	17	-	1	-	7	7	11	16	25	23	60	1	6	-	221	-	-	-	-
Manufacturing	362	11.55	13.14	10.34–13.14	-	-	-	-	17	-	1	-	7	7	11	16	7	8	60	1	6	-	221	-	-	-	-
Material handling laborers	1,116	10.74	10.66	8.46–13.69	4	7	3	8	72	34	4	-	21	2	188	5	105	-	96	26	18	1	522	-	-	-	-
Manufacturing	745	9.75	9.17	8.37–13.03	-	-	-	-	65	34	-	-	21	-	186	5	99	-	96	24	18	1	196	-	-	-	-
Nonmanufacturing	371	12.73	13.69	13.69–13.69	4	7	3	8	7	-	4	-	-	2	2	-	6	-	-	2	-	-	326	-	-	-	-
Transportation and utilities	342	13.44	13.69	13.69–13.69	-	-	-	-	-	-	4	-	-	2	2	-	6	-	-	2	-	-	326	-	-	-	-
Forklift operators	1,111	10.97	11.17	8.85–13.29	-	-	-	-	15	15	44	47	60	42	-	62	16	8	92	135	54	49	472	-	-	-	-
Manufacturing	914	11.64	13.29	10.30–13.29	-	-	-	-	-	-	14	2	12	42	-	62	16	8	92	135	54	5	472	-	-	-	-
Guards	1,608	5.20	3.65	3.45– 4.50	478	475	198	80	19	42	3	12	16	10	4	1	35	26	3	84	8	9	105	-	-	-	-
Manufacturing	285	10.77	10.69	9.46–13.56	-	-	20	-	8	10	-	-	-	-	-	1	35	25	3	63	8	9	103	-	-	-	-
Nonmanufacturing	1,323	4.00	3.55	3.35– 4.00	478	475	178	80	11	32	3	12	16	10	4	-	-	1	-	21	-	-	2	-	-	-	-
Guards !	1,528	5.10	3.65	3.45– 4.50	478	475	192	79	17	12	3	9	10	2	4	1	11	26	3	64	8	9	105	-	-	-	-
Manufacturing	261	10.91	10.69	9.86–13.56	-	-	20	-	8	10	-	-	-	-	-	1	11	25	3	63	8	9	103	-	-	-	-
Nonmanufacturing	1,267	3.90	3.55	3.35– 3.95	478	475	172	79	9	2	3	9	10	2	4	-	-	1	-	21	-	-	2	-	-	-	-
Janitors, porters, and cleaners	3,703	4.91	3.50	3.35– 5.59	1756	426	135	333	122	148	36	33	33	164	145	47	22	4	59	84	75	81	-	-	-	-	-
Manufacturing	763	8.51	8.12	7.16–10.62	-	32	-	23	7	91	7	13	28	146	107	45	20	1	15	84	63	81	-	-	-	-	-
Nonmanufacturing	2,940	3.98	3.35	3.35– 4.00	1756	394	135	310	115	57	29	20	5	18	38	2	2	3	44	-	12	-	-	-	-	-	-

See footnotes at end of tables.

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Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Buffalo, NY, October 1985

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters	69	11.75
Manufacturing	60	12.14
Maintenance electricians	808	13.76
Manufacturing	771	13.80
Maintenance painters	77	12.92
Manufacturing	64	13.89
Maintenance machinists	260	12.57
Manufacturing	245	12.48
Maintenance mechanics (machinery)	1,385	13.47
Manufacturing	1,211	13.66
Maintenance pipefitters	386	13.91
Manufacturing	384	13.94
Millwrights	495	13.68
Manufacturing	495	13.68
Motor vehicle mechanics	493	11.93
Manufacturing	144	13.10
Nonmanufacturing	349	11.44
Transportation and utilities	264	11.73
Maintenance workers (general)	421	8.88
Manufacturing	255	10.30
Nonmanufacturing	166	6.70
Maintenance trades helpers	69	8.32
Machine-tool operators (toolroom)	353	14.56
Manufacturing	353	14.56
Tool and die makers	741	14.10
Manufacturing	741	14.10
Stationary engineers	195	13.31
Manufacturing	184	13.43
Material movement and custodial occupations - men		
Truckdrivers	1,665	11.53
Manufacturing	380	12.64
Nonmanufacturing	1,285	11.20
Transportation and utilities	594	13.12
Truckdrivers, light truck	69	7.26
Truckdrivers, medium truck	274	12.79
Manufacturing	54	10.51
Truckdrivers, heavy truck	407	11.59
Nonmanufacturing	244	9.26
Truckdrivers, tractor-trailer	867	11.56
Manufacturing	113	11.86
Nonmanufacturing	754	11.55
Transportation and utilities	381	12.59
Shippers	73	10.35
Receivers	138	10.04
Manufacturing	116	10.02
Shippers and receivers	197	9.06
Manufacturing	178	9.38
Warehousemen	857	11.24
Manufacturing	347	10.51
Nonmanufacturing	510	11.74
Order fillers	97	9.72
Shipping packers	346	11.51
Material handling laborers	1,090	10.61
Manufacturing	719	9.86
Nonmanufacturing	371	12.73
Transportation and utilities	342	13.44
Forklift operators	1,091	11.02
Manufacturing	910	11.64
Guards	1,422	5.26
Manufacturing	243	11.23
Nonmanufacturing	1,179	4.03
Guards I	1,345	5.15
Manufacturing	221	11.42
Nonmanufacturing	1,124	3.92
Janitors, porters, and cleaners	2,232	5.32
Manufacturing	567	9.08
Nonmanufacturing	1,665	4.04
Material movement and custodial occupations - women		
Guards	186	4.75
Nonmanufacturing	144	3.76
Guards I	183	4.71
Nonmanufacturing	143	3.75
Janitors, porters, and cleaners	*	4.27
Manufacturing	-6	6.86
Nonmanufacturing	1,271	3.87

See footnotes at end of tables.

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Table A-7. Indexes of earnings and percent increases for selected occupational groups, Buffalo, NY, selected periods

Period[1]	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (October 1977 = 100):														
October 1984	165.3	165.3	169.2	166.4	162.9	167.7	165.1	169.3	166.5	169.2	161.7	(*)	(*)	154.7
October 1985	173.1	171.7	175.0	172.4	170.1	(*)	(*)	174.9	172.5	176.0	169.6	(*)	(*)	162.3
Percent increases:														
October 1972 to October 1973	6.4	(*)	6.7	8.1	7.4	6.6	(*)	6.5	8.1	7.7	6.2	(*)	(*)	6.4
October 1973 to October 1974	8.2	8.8	10.0	9.5	9.1	9.0	9.5	10.0	9.8	9.6	7.2	(*)	(*)	7.7
October 1974 to October 1975	8.1	7.7	10.6	9.9	8.9	9.2	9.0	12.0	10.1	9.9	6.5	(*)	(*)	6.4
October 1975 to October 1976	7.0	6.9	8.2	10.0	8.9	7.2	8.5	7.8	10.1	9.9	6.7	(*)	(*)	7.8
October 1976 to October 1977	7.6	5.9	8.3	8.3	7.4	8.0	7.3	8.4	8.3	8.1	7.1	(*)	(*)	6.5
October 1977 to October 1978	8.5	6.3	7.8	8.1	9.1	9.9	7.4	7.8	8.1	8.1	6.5	(*)	(*)	10.2
October 1978 to October 1979	8.5	8.5	8.3	9.3	10.9	9.4	9.0	8.5	9.3	10.3	7.3	(*)	(*)	11.4
October 1979 to October 1980	9.4	10.4	12.9	11.1	10.1	10.2	9.7	13.3	11.4	10.8	8.5	(*)	(*)	9.2
October 1980 to October 1981	7.7	7.2	9.5	9.8	8.2	7.2	6.5	9.1	9.7	9.4	8.3	(*)	(*)	6.9
October 1981 to October 1982	7.6	8.2	5.9	5.3	4.7	7.6	8.1	6.0	5.1	5.9	7.6	(*)	(*)	2.9
October 1982 to October 1983	5.5	5.5	5.9	4.0	3.4	5.6	5.3	5.6	3.9	4.3	5.4	(*)	(*)	2.2
October 1983 to October 1984	5.0	6.1	4.6	5.4	4.4	3.9	6.0	4.5	5.5	6.0	6.2	(*)	(*)	2.6
October 1984 to October 1985	4.7	3.9	3.4	3.6	4.4	(*)	(*)	3.3	3.6	4.0	4.9	(*)	(*)	4.9

See footnotes at end of tables.

Table A-8. Pay relationships in establishments with paired office clerical occupations, Buffalo, NY, October 1985

Occupation for which earnings are compared	Occupation for which average earnings equal 100																						
	Secretaries					Stenographers	Typists		Word Processors		File clerks	Messengers	Switchboard operators	Switchboard operator-receptionists	Order clerks		Accounting clerks				Payroll clerks	Key entry operators	
	I	II	III	IV	V	II	I	II	I	II	I				I	II	I	II	III	IV		I	II
Secretaries I	**100**	(*)	86	78	67	(*)	132	(*)	(*)	(*)	(*)	(*)	105	132	99	(*)	124	106	97	86	86	(*)	100
Secretaries II	(*)	**100**	87	81	67	(*)	135	132	(*)	110	(*)	140	107	136	(*)	(*)	(*)	124	108	(*)	98	127	99
Secretaries III	117	115	**100**	85	83	(*)	133	(*)	117	124	170	170	124	123	104	(*)	153	118	111	105	103	130	116
Secretaries IV	129	124	117	**100**	81	135	162	160	130	127	(*)	156	132	147	121	(*)	148	142	125	98	120	152	134
Secretaries V	149	148	120	124	**100**	(*)	170	(*)	151	135	(*)	174	160	170	(*)	(*)	168	164	129	135	143	150	133
Stenographers II	(*)	(*)	(*)	74	(*)	**100**	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	100
Typists I	76	74	75	62	59	(*)	**100**	80	84	72	113	100	78	100	91	(*)	(*)	84	75	73	84	89	86
Typists II	(*)	76	(*)	62	(*)	(*)	125	**100**	(*)	85	(*)	115	88	96	(*)	(*)	(*)	92	86	(*)	92	(*)	82
Word processors I	(*)	(*)	85	77	66	(*)	119	(*)	**100**	81	(*)	(*)	(*)	110	(*)	(*)	(*)	101	91	79	92	111	102
Word processors II	(*)	91	81	78	74	(*)	138	117	123	**100**	(*)	141	107	119	(*)	(*)	(*)	106	97	93	102	117	98
File clerks I	(*)	(*)	59	(*)	(*)	(*)	88	(*)	(*)	(*)	**100**	(*)	(*)	94	69	(*)	(*)	(*)	79	(*)	(*)	80	(*)
Messengers	(*)	71	77	64	57	(*)	100	87	(*)	71	(*)	**100**	80	96	80	(*)	(*)	80	78	79	73	79	90
Switchboard operators	96	94	80	76	63	(*)	128	114	(*)	93	(*)	125	**100**	(*)	(*)	(*)	(*)	102	88	83	95	99	97
Switchboard operator-receptionists	76	74	81	68	59	(*)	100	105	91	84	106	104	(*)	**100**	88	(*)	97	90	81	82	89	100	99
Order clerks I	102	(*)	96	83	(*)	(*)	110	(*)	(*)	(*)	144	126	(*)	113	**100**	(*)	129	102	102	(*)	96	91	100
Order clerks II	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	**100**	(*)	(*)	(*)	(*)	100	(*)	(*)
Accounting clerks I	80	(*)	66	67	59	(*)	(*)	(*)	(*)	( )	(*)	(*)	(*)	103	78	(*)	**100**	85	74	(*)	91	89	80
Accounting clerks II	95	81	84	70	61	(*)	119	108	99	84	(*)	124	98	111	98	(*)	117	**100**	85	75	90	103	93
Accounting clerks III	103	93	90	80	77	(*)	133	117	110	104	127	129	113	124	98	(*)	135	117	**100**	81	98	119	105
Accounting clerks IV	116	(*)	95	102	74	(*)	137	(*)	122	107	(*)	127	121	122	(*)	(*)	(*)	133	123	**100**	103	127	105
Payroll clerks	116	102	97	83	70	(*)	120	108	108	98	(*)	138	105	113	105	100	110	112	102	97	**100**	120	110
Key entry operators I	(*)	79	77	66	67	(*)	113	(*)	90	85	126	126	101	100	110	(*)	113	97	84	79	83	**100**	81
Key entry operators II	100	101	86	75	75	100	117	122	98	102	(*)	112	103	101	100	(*)	126	107	95	95	91	123	**100**

NOTE: This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries III row, the 117 in the Secretaries I column indicates that Secretaries III average 117 percent of (or 17 percent more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

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Table A-9. Pay relationships in establishments with paired professional and technical occupations, Buffalo, NY, October 1985

Occupation for which earnings are compared	Occupation for which average earnings equal 100									
	Computer systems analysts (business)		Computer programmers (business)			Computer operators	Drafters			Registered industrial nurses
	II	III	I	II	III	II	III	IV	V	
Computer systems analysts (business) II	**100**	85	139	120	100	146	140	114	(*)	114
Computer systems analysts (business) III	118	**100**	172	139	113	170	(*)	129	(*)	135
Computer programmers (business) I	72	58	**100**	83	(*)	115	(*)	81	83	85
Computer programmers (business) II	84	72	120	**100**	(*)	116	116	93	93	104
Computer programmers (business) III	100	88	(*)	(*)	**100**	135	146	117	110	124
Computer operators II	69	59	87	87	74	**100**	99	79	72	88
Drafters III	71	(*)	(*)	86	69	101	**100**	79	68	95
Drafters IV	87	78	124	107	85	127	127	**100**	81	115
Drafters V	(*)	(*)	120	107	91	138	147	124	**100**	117
Registered industrial nurses	88	74	118	96	81	114	106	87	85	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

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Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Buffalo, NY, October 1985

Occupation for which earnings are compared	Occupation for which average earnings equal 100												
	Carpenters	Electricians	Painters	Machinists	Maintenance mechanics (machinery)	Pipefitters	Millwrights	Motor vehicle mechanics	Maintenance workers (general)	Trades helpers	Machine-tool operators (toolroom)	Tool and die makers	Stationary engineers
Maintenance carpenters	**100**	99	98	97	99	100	100	100	(*)	111	99	98	102
Maintenance electricians	101	**100**	100	100	101	101	102	103	107	136	101	99	101
Maintenance painters	102	100	**100**	(*)	101	102	101	102	(*)	(*)	101	98	100
Maintenance machinists	103	100	(*)	**100**	100	101	101	103	(*)	(*)	(*)	(*)	101
Maintenance mechanics (machinery)	101	99	99	100	**100**	101	102	102	108	126	101	98	100
Maintenance pipefitters	100	99	98	99	99	**100**	100	100	(*)	(*)	99	98	100
Millwrights	100	98	99	99	98	100	**100**	100	(*)	(*)	99	97	101
Motor vehicle mechanics	100	97	98	97	98	100	100	**100**	(*)	(*)	99	97	99
Maintenance workers (general)	(*)	93	(*)	(*)	92	(*)	(*)	(*)	**100**	(*)	(*)	(*)	(*)
Maintenance trades helpers	90	73	(*)	(*)	79	(*)	(*)	(*)	(*)	**100**	(*)	(*)	85
Machine-tool operators (toolroom)	101	99	99	(*)	99	101	101	101	(*)	(*)	**100**	98	100
Tool and die makers	102	101	102	(*)	102	102	103	103	(*)	(*)	102	**100**	102
Stationary engineers	98	99	100	99	100	100	99	101	(*)	117	100	98	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Buffalo, NY, October 1985

Occupation for which earnings are compared	Occupation for which average earnings equal 100													
	Truckdrivers				Shippers	Receivers	Shippers and receivers	Warehouse-men	Order fillers	Shipping packers	Material handling laborers	Forklift operators	Guards	Janitors, porters, and cleaners
	Light truck	Medium truck	Heavy truck	Tractor-trailer									I	
Truckdrivers, light truck	**100**	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Truckdrivers, medium truck	(*)	**100**	(*)	(*)	97	(*)	113	(*)	(*)	101	103	124	(*)	111
Truckdrivers, heavy truck	(*)	(*)	**100**	(*)	(*)	(*)	(*)	(*)	(*)	(*)	107	(*)	(*)	119
Truckdrivers, tractor-trailer	(*)	(*)	(*)	**100**	(*)	(*)	(*)	103	103	(*)	104	113	105	135
Shippers	(*)	103	(*)	(*)	**100**	104	(*)	(*)	111	(*)	(*)	112	(*)	107
Receivers	(*)	(*)	(*)	(*)	96	**100**	(*)	101	101	111	106	104	104	110
Shippers and receivers	(*)	89	(*)	(*)	(*)	(*)	**100**	94	(*)	(*)	108	(*)	(*)	134
Warehousemen	(*)	(*)	(*)	97	(*)	99	106	**100**	(*)	(*)	111	101	(*)	120
Order fillers	(*)	(*)	(*)	97	90	99	(*)	(*)	**100**	(*)	105	(*)	(*)	140
Shipping packers	(*)	99	(*)	(*)	(*)	90	(*)	(*)	(*)	**100**	101	96	(*)	104
Material handling laborers	(*)	97	93	96	(*)	94	93	90	95	99	**100**	97	96	103
Forklift operators	(*)	80	(*)	88	89	96	(*)	99	(*)	104	103	**100**	98	108
Guards I	(*)	(*)	(*)	95	(*)	96	(*)	(*)	(*)	(*)	104	102	**100**	105
Janitors, porters, and cleaners	(*)	90	84	74	93	91	75	83	71	96	97	93	94	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

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Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[1]	Median[2]	Middle range[3]	130 and under 135	135 – 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 480	480 – 520	520 – 560	560 and over
Secretaries	693	39.0	332.50	315.00	261.50– 380.00	–	–	3	2	2	49	76	84	86	74	80	101	48	64	41	42	30	40	19	19	33
Manufacturing	410	40.0	386.50	374.00	317.00– 424.00	–	–	–	–	–	–	1	6	18	28	51	46	26	52	31	40	22	38	15	11	25
Nonmanufacturing	483	38.0	287.00	270.00	235.00– 325.00	–	–	3	2	2	49	75	78	68	46	29	55	22	12	10	2	8	2	4	8	8
Secretaries I	291	38.5	281.00	250.00	228.50– 295.00	–	–	2	–	–	46	67	50	42	22	6	5	5	13	6	5	–	2	6	8	6
Manufacturing	76	40.0	392.50	375.50	297.50– 485.00	–	–	–	–	–	–	–	1	11	7	6	1	4	13	6	5	–	2	6	8	6
Nonmanufacturing	215	37.5	241.50	235.00	225.00– 257.50	–	–	2	–	–	46	67	49	31	15	–	4	1	–	–	–	–	–	–	–	–
Secretaries II	162	38.0	325.50	318.00	270.00– 340.00	–	–	1	2	2	–	1	21	19	13	23	36	12	–	3	7	6	7	3	6	–
Secretaries III	253	39.5	344.50	330.50	296.00– 370.50	–	–	–	–	–	2	8	13	16	34	36	44	20	21	9	9	11	15	6	1	8
Manufacturing	179	40.0	365.50	340.00	309.00– 403.00	–	–	–	–	–	–	1	4	4	13	32	40	14	17	7	9	9	14	6	1	8
Nonmanufacturing	74	38.0	294.00	287.50	263.00– 324.50	–	–	–	–	–	2	7	9	12	21	4	4	6	4	2	–	2	1	–	–	–
Secretaries IV	148	39.5	388.00	380.00	328.50– 417.00	–	–	–	–	–	–	–	–	7	4	15	15	8	25	19	19	7	13	4	4	8
Manufacturing	86	40.0	404.50	400.00	377.00– 420.00	–	–	–	–	–	–	–	–	–	–	–	3	5	20	14	19	7	13	3	2	–
Nonmanufacturing	62	38.5	365.00	325.00	300.00– 395.00	–	–	–	–	–	–	–	–	7	4	15	12	3	5	5	–	–	–	1	2	•8
Stenographers	216	38.5	324.00	313.00	271.50– 385.50	–	–	–	–	–	2	11	14	42	33	26	18	14	1	23	–	5	27	–	–	–
Stenographers II	110	38.5	369.00	352.50	313.00– 439.00	–	–	–	–	–	–	–	–	–	16	16	18	8	1	20	–	4	27	–	–	–
Typists	221	38.0	232.50	225.00	179.00– 280.00	–	–	21	37	13	37	30	17	10	29	–	17	3	6	1	–	–	–	–	–	–
Nonmanufacturing	179	37.5	226.00	209.50	174.50– 288.00	–	–	21	37	13	33	16	8	3	27	–	17	3	–	1	–	–	–	–	–	–
Typists I	113	38.5	219.00	209.50	180.50– 235.50	–	–	21	6	4	29	27	11	7	2	–	–	–	6	–	–	–	–	–	–	–
Nonmanufacturing	80	37.5	200.00	208.50	159.00– 227.00	–	–	21	6	4	25	16	6	2	–	–	–	–	–	–	–	–	–	–	–	–
Typists II	108	37.5	247.00	249.00	178.00– 296.00	–	–	–	31	9	8	3	6	3	27	–	17	3	–	1	–	–	–	–	–	–
Nonmanufacturing	99	37.5	247.00	247.50	176.00– 296.00	–	–	–	31	9	8	–	2	1	27	–	17	3	–	1	–	–	–	–	–	–
Word processors	76	39.0	290.50	283.00	214.00– 327.00	–	–	–	4	6	10	7	3	6	9	4	11	2	1	5	–	6	–	–	1	1
Order clerks	65	39.5	266.50	271.50	248.00– 296.00	–	–	1	2	2	1	7	16	8	18	8	2	–	–	–	–	–	–	–	–	–
Order clerks I	65	39.5	266.50	271.50	248.00– 296.00	–	–	1	2	2	1	7	16	8	18	8	2	–	–	–	–	–	–	–	–	–
Accounting clerks	593	39.0	279.50	265.00	219.00– 322.50	–	–	16	21	50	59	64	49	56	70	45	50	25	23	20	6	7	7	1	7	7
Manufacturing	226	40.0	330.50	305.50	281.50– 369.50	–	–	–	–	–	2	8	13	33	47	29	21	10	20	17	5	3	3	1	7	7
Nonmanufacturing	357	38.5	247.00	230.00	200.00– 293.50	–	–	16	21	50	57	56	36	23	23	16	29	15	3	3	1	4	4	–	–	–
Accounting clerks I	52	38.5	192.50	178.00	159.00– 218.00	–	–	16	12	7	5	3	5	1	1	1	–	–	1	–	–	–	–	–	–	–
Nonmanufacturing	50	38.5	191.50	173.50	159.00– 215.00	–	–	16	12	7	5	1	5	1	1	1	–	–	1	–	–	–	–	–	–	–
Accounting clerks II	284	39.0	262.00	258.00	210.00– 298.00	–	–	–	9	41	39	34	25	39	35	11	16	9	12	8	1	5	–	–	–	–
Manufacturing	97	40.0	300.50	284.50	261.50– 353.00	–	–	–	–	–	2	6	10	30	16	2	5	6	12	6	1	1	–	–	–	–
Nonmanufacturing	187	38.5	242.50	226.00	198.00– 280.50	–	–	–	9	41	37	28	15	9	19	9	11	3	–	2	–	4	–	–	–	–
Accounting clerks III	192	38.5	294.50	296.00	250.00– 322.50	–	–	–	–	2	15	23	19	15	29	30	23	12	6	11	4	–	3	–	–	–
Manufacturing	81	39.5	325.00	305.50	296.00– 328.00	–	–	–	–	–	–	–	3	2	26	24	6	–	4	10	3	–	3	–	–	–
Nonmanufacturing	111	38.0	272.50	254.50	226.00– 322.50	–	–	–	–	2	15	23	16	13	3	6	17	12	2	1	1	–	–	–	–	–
Accounting clerks IV	55	39.5	398.00	356.00	324.50– 520.50	–	–	–	–	–	–	4	–	1	5	3	11	4	4	1	1	2	4	1	7	••7
Payroll clerks	72	39.0	319.50	298.50	243.00– 375.00	–	–	–	5	4	5	3	4	8	8	6	4	3	6	3	–	4	–	4	3	2

See footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Buffalo, NY, October 1985 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[1]	Median[2]	Middle range[2]	130 and under 135	135 – 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 480	480 – 520	520 – 560	560 and over
Key entry operators	299	39.0	288.00	280.50	212.50– 337.00	–	–	7	30	14	32	18	23	23	29	39	24	15	16	–	1	–	5	8	8	7
Manufacturing	154	40.0	32*.00	305.50	280.50– 345.00	–	–	–	–	–	7	6	7	18	28	38	8	5	16	–	1	–	5	2	6	7
Nonmanufacturing	145	38.5	246.00	215.50	179.00– 271.00	–	–	7	30	14	25	12	16	5	1	1	16	10	–	–	–	–	–	6	2	–
Key entry operators I	183	39.0	250.00	249.50	190.00– 293.50	–	–	7	29	12	25	12	17	18	24	17	7	4	6	–	–	–	4	1	–	–
Manufacturing	95	39.5	296.00	285.50	261.50– 312.00	–	–	–	–	–	7	5	7	14	24	16	7	4	6	–	–	–	4	1	–	–
Nonmanufacturing	88	38.5	200.00	189.50	174.50– 219.50	–	–	7	29	12	18	7	10	4	–	1	–	–	–	–	–	–	–	–	–	–
Key entry operators II	116	39.0	348.50	337.00	289.00– 377.50	–	–	–	1	2	7	6	6	5	5	22	17	11	10	–	1	–	1	7	8	7
Manufacturing	59	40.0	379.00	310.50	308.50– 468.50	–	–	–	–	–	–	1	–	4	4	22	1	1	10	–	1	–	1	1	6	# 7
Nonmanufacturing	57	38.0	317.00	337.00	240.00– 348.00	–	–	–	1	2	7	5	6	1	1	–	16	10	–	–	–	–	–	6	2	–

* All workers were at $560.00 to $600.00.
* * All workers were at $560.00 to $600.00.
All workers were at $560.00 to $600.00.
Also see footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[1]	Median[2]	Middle range[2]	Under 200	200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 and over
Computer systems analysts (business)	180	39.0	562.50	549.50	498.50– 632.50	–	–	–	–	–	–	–	–	1	3	4	3	11	7	7	23	35	22	22	20	* 22
Manufacturing	126	40.0	590.00	583.00	537.50– 641.00	–	–	–	–	–	–	–	–	1	–	–	2	4	1	2	14	28	18	19	18	19
Computer systems analysts (business) II	91	39.0	551.00	539.50	497.50– 611.50	–	–	–	–	–	–	–	–	1	–	–	–	11	4	5	9	25	10	8	10	8
Manufacturing	68	39.5	578.50	570.00	537.50– 641.00	–	–	–	–	–	–	–	–	1	–	–	–	4	–	2	2	23	10	8	10	8
Computer systems analysts (business) III	58	39.0	623.50	611.50	583.00– 663.50	–	–	–	–	–	–	–	–	–	–	–	1	–	2	–	1	6	12	13	10	13
Computer programmers (business)	267	38.0	449.50	431.50	386.00– 499.00	–	–	–	–	–	4	3	11	27	16	25	34	22	18	18	47	18	9	4	–	11
Manufacturing	83	40.0	484.00	458.00	393.50– 554.00	–	–	–	–	–	2	2	7	5	4	4	10	5	6	5	4	11	3	4	–	* * 11
Computer programmers (business) II	121	38.0	429.50	417.50	393.50– 462.00	–	–	–	–	–	–	2	2	6	12	18	28	8	12	12	12	4	3	2	–	–
Computer operators	140	39.5	404.00	377.00	325.00– 437.50	1	1	6	6	5	7	7	9	8	24	11	13	8	3	3	3	4	5	6	5	5
Manufacturing	93	40.0	428.50	395.00	367.00– 442.50	–	–	–	2	2	3	2	6	6	20	9	11	7	3	3	3	1	2	3	5	5
Computer operators II	86	39.5	391.00	373.00	325.00– 419.00	–	–	2	4	5	5	5	2	6	22	6	10	3	1	–	3	4	2	2	4	–
Manufacturing	63	40.0	412.00	377.00	367.00– 425.00	–	–	–	2	2	1	2	2	4	19	5	10	3	1	–	3	1	2	2	4	–
Drafters	216	40.0	468.00	463.50	386.00– 559.00	–	–	2	2	4	4	4	22	7	7	12	19	12	8	16	33	11	22	12	9	10
Manufacturing	208	40.0	467.50	461.50	386.00– 554.00	–	–	2	2	2	4	4	22	6	7	12	19	12	8	16	33	11	17	12	9	10
Drafters IV	87	40.0	485.50	495.00	388.50– 572.50	–	–	–	–	–	2	–	7	4	4	7	3	2	3	4	17	9	12	10	2	1
Manufacturing	87	40.0	485.50	495.00	388.50– 572.50	–	–	–	–	–	2	–	7	4	4	7	3	2	3	4	17	9	12	10	2	1
Drafters V	62	40.0	535.00	499.50	453.00– 642.50	–	–	–	–	–	–	–	–	–	–	3	5	5	5	6	15	–	5	2	7	# 9
Registered industrial nurses	57	39.5	489.00	468.50	405.50– 580.50	–	–	–	–	–	–	–	–	4	3	5	3	6	5	3	9	3	4	7	5	–
Manufacturing	53	40.0	495.50	481.00	423.50– 586.00	–	–	–	–	–	–	–	–	2	3	5	2	6	5	3	8	3	4	7	5	–

* Workers were distributed as follows: 10 at $680.00 to $720.00; 5 at $720.00 to $760.00; 6 at $760.00 to $800.00; and 1 at $800.00 to $840.00.
* * Workers were distributed as follows: 2 at $680.00 to $720.00; 3 at $720.00 to $760.00; and 6 at $760.00 to $800.00.
Workers were distributed as follows: 4 at $680.00 to $720.00; and 5 at $720.00 to $760.00.
Also see footnotes at end of tables.

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Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Buffalo, NY, October 1985

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) Weekly hours[3] (standard)	Average (mean[2]) Weekly earnings (in dollars)[2]
Office occupations – women			
Secretaries	891	39.0	332.50
Manufacturing	410	40.0	386.50
Nonmanufacturing	481	38.0	286.50
Secretaries I	291	38.5	281.00
Manufacturing	76	40.0	392.50
Nonmanufacturing	215	37.5	241.50
Secretaries II	162	38.0	325.50
Secretaries III	253	39.5	344.50
Manufacturing	179	40.0	365.50
Nonmanufacturing	74	38.0	294.00
Secretaries IV	148	39.5	388.00
Manufacturing	86	40.0	404.50
Nonmanufacturing	62	38.5	365.00
Stenographers	214	38.5	323.00
Typists	221	38.0	232.50
Nonmanufacturing	179	37.5	226.00
Typists I	113	38.5	219.00
Nonmanufacturing	80	37.5	200.00
Typists II	108	37.5	247.00
Nonmanufacturing	99	37.5	247.00
Word processors	78	39.0	290.50
Order clerks	60	39.5	265.00
Order clerks I	60	39.5	265.00
Accounting clerks	527	39.0	273.50
Manufacturing	211	40.0	323.50
Nonmanufacturing	316	38.0	240.50
Accounting clerks II	253	39.0	256.00
Manufacturing	93	40.0	298.00
Nonmanufacturing	160	38.5	231.00
Accounting clerks III	179	38.5	293.50
Manufacturing	77	39.5	322.50
Nonmanufacturing	102	38.0	271.50
Payroll clerks	67	39.0	312.50
Key entry operators	287	39.0	285.00
Manufacturing	153	40.0	326.00
Nonmanufacturing	134	38.0	238.00
Key entry operators I	182	39.0	249.50
Manufacturing	95	39.5	296.00
Nonmanufacturing	87	38.5	199.00
Key entry operators II	105	39.0	346.50
Manufacturing	58	40.0	375.50
Professional and technical occupations – men			
Computer systems analysts (business)	124	39.5	579.00
Manufacturing	94	40.0	597.00
Computer systems analysts (business) [1]	59	39.5	567.50
Manufacturing	51	39.5	581.50
Computer programmers (business):			
Manufacturing	58	39.5	484.50
Computer operators	80	39.5	439.00
Manufacturing	51	40.0	466.00
Drafters	180	40.0	485.50
Manufacturing	172	40.0	486.00
Drafters IV	71	40.0	505.00
Manufacturing	71	40.0	505.00
Drafters V	59	40.0	540.00
Professional and technical occupations – women			
Computer systems analysts (business)	56	38.5	526.50
Computer operators	56	39.5	358.50
Registered industrial nurses	57	39.5	489.00
Manufacturing	53	40.0	495.50

See footnotes at end of tables.

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Table A-15. Hourly earnings of maintenance, toolroom, and powerplant workers in establishments employing 500 workers or more in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[2]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean[1]	Median[2]	Middle range[3]	Under 8.00	8.00 and under 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 – 10.00	10.00 – 10.25	10.25 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 16.50
Maintenance electricians	586	14.43	15.60	12.58–15.60	–	1	–	–	–	–	6	–	3	–	2	4	24	35	20	60	23	32	–	8	1	367	–
Manufacturing	553	14.49	15.60	12.58–15.60	–	–	–	–	–	–	–	–	–	–	–	4	24	35	20	60	23	32	–	4	–	351	–
Maintenance machinists	134	12.86	12.68	12.58–12.68	–	–	–	–	–	–	–	–	–	–	5	–	4	15	–	82	–	10	8	–	–	10	–
Maintenance mechanics (machinery)	823	14.89	15.60	15.32–15.68	–	–	–	–	–	–	–	–	–	–	–	1	–	62	30	66	21	–	4	12	11	616	–
Manufacturing	810	14.89	15.60	15.60–15.68	–	–	–	–	–	–	–	–	–	–	–	1	–	62	30	66	20	–	4	–	11	616	–
Maintenance pipefitters	226	14.83	15.37	15.37–15.37	–	–	–	–	–	–	2	–	–	–	–	2	–	23	–	6	–	–	–	–	191	2	–
Manufacturing	224	14.88	15.37	15.37–15.37	–	–	–	–	–	–	–	–	–	–	–	2	–	23	–	6	–	–	–	–	191	2	–
Millwrights	344	14.49	15.37	15.37–15.37	–	–	–	–	–	–	–	–	–	–	1	–	64	4	–	3	–	–	–	–	270	2	–
Manufacturing	344	14.49	15.37	15.37–15.37	–	–	–	–	–	–	–	–	–	–	1	–	64	4	–	3	–	–	–	–	270	2	–
Motor vehicle mechanics	189	13.60	14.80	12.62–15.37	–	–	–	26	–	–	–	–	–	–	–	1	1	7	–	15	22	–	14	43	50	10	–
Manufacturing	74	14.39	15.37	12.62–15.37	–	–	–	–	–	–	–	–	–	–	–	1	1	7	–	11	4	–	–	–	50	–	–
Nonmanufacturing	115	13.10	14.32	12.62–14.86	–	–	–	26	–	–	–	–	–	–	–	–	–	–	–	4	18	–	14	43	–	10	–
Transportation and utilities	96	13.12	14.80	8.59–14.86	–	–	–	26	–	–	–	–	–	–	–	–	–	–	–	–	3	–	14	43	–	10	–
Maintenance workers (general)	87	11.11	12.32	7.78–12.47	* 24	–	–	–	–	–	1	–	1	–	–	–	–	–	41	–	–	18	4	–	–	–	–
Machine-tool operators (toolroom)	340	14.67	15.48	15.36–15.48	–	–	–	–	–	–	–	–	–	–	–	2	62	2	–	–	–	–	9	–	186	77	–
Manufacturing	340	14.67	15.48	15.36–15.48	–	–	–	–	–	–	–	–	–	–	–	2	62	2	–	–	–	–	9	–	188	77	–
Tool and die makers	659	14.37	15.62	12.96–15.68	–	–	–	–	–	–	–	–	–	–	–	–	28	113	5	44	54	–	–	4	24	385	2
Manufacturing	659	14.37	15.62	12.96–15.68	–	–	–	–	–	–	–	–	–	–	–	–	28	113	5	44	54	–	–	4	24	385	2
Stationary engineers	131	13.99	15.07	12.65–15.37	–	–	1	–	–	1	–	–	–	3	–	4	14	6	–	6	9	5	6	–	71	5	–
Manufacturing	122	14.15	15.07	13.20–15.37	–	–	–	–	–	–	–	–	–	–	–	4	14	6	–	6	9	5	6	–	67	5	–

* Workers were distributed as follows: 2 at $5.00 to $5.25; 3 at $6.00 to $6.25; 2 at $6.25 to $6.50; 5 at $6.50 to $6.75; 2 at $6.75 to $7.00; 2 at $7.00 to $7.25; 3 at $7.50 to $7.75; and 5 at $7.75 to $8.00.

Also see footnotes at end of tables.

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Table A-16. Hourly earnings of material movement and custodial workers in establishments employing 500 workers or more in Buffalo, NY, October 1985

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean[1]	Median[2]	Middle range[3]	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00
Truckdrivers	568	13.06	13.25	12.60–14.67	–	–	–	4	2	–	–	2	2	–	2	24	6	34	–	8	5	174	59	216	30	–	–
Manufacturing	97	11.81	12.10	10.54–13.39	–	–	–	–	–	–	–	–	2	–	2	4	5	11	–	8	5	29	17	14	–	–	–
Nonmanufacturing	471	13.31	13.98	12.76–14.67	–	–	–	4	2	–	–	2	–	–	–	20	1	23	–	–	–	145	42	202	30	–	–
Truckdrivers, tractor-trailer	291	12.80	12.76	*2.60–14.37	–	–	–	–	–	–	–	–	–	–	2	8	–	28	–	6	5	153	10	49	30	–	–
Receivers	87	9.69	9.86	9.52–12.31	–	–	1	6	4	4	1	2	–	–	–	2	–	33	3	7	2	15	7	–	–	–	–
Manufacturing	61	9.84	9.86	9.86–10.52	–	–	–	–	4	2	–	2	–	–	–	1	–	33	3	7	2	–	7	–	–	–	–
Warehousemen	589	11.63	12.15	11.45–12.31	–	2	–	–	–	–	–	–	6	–	3	21	23	53	19	11	13	418	5	15	–	–	–
Nonmanufacturing	509	11.93	12.31	12.15–12.31	–	2	–	–	–	–	–	–	6	–	–	15	5	27	4	2	10	418	5	15	–	–	–
Material handling laborers	397	10.79	11.61	8.47–13.30	4	7	3	8	7	–	–	–	–	–	74	5	68	–	–	12	18	1	190	–	–	–	–
Manufacturing	368	11.30	13.03	9.17–13.30	–	–	–	–	–	–	–	–	–	–	74	5	68	–	–	12	18	1	190	–	–	–	–
Forklift operators	683	12.32	13.29	11.25–13.29	–	–	–	–	–	–	–	2	–	–	–	62	4	8	64	30	4	49	460	–	–	–	–
Manufacturing	639	12.32	13.29	10.61–13.29	–	–	–	–	–	–	–	2	–	–	–	62	4	8	64	30	4	5	460	–	–	–	–
Guards	256	10.64	10.74	9.31–13.56	–	1	20	–	8	4	1	2	10	2	4	1	35	25	–	24	5	9	105	–	–	–	–
Manufacturing	211	10.98	12.67	9.31–13.56	–	–	20	–	8	2	–	–	–	–	–	1	35	25	–	3	5	9	103	–	–	–	–
Guards I	232	10.78	11.52	9.38–13.56	–	1	20	–	8	4	1	2	10	2	4	1	11	25	–	24	5	9	105	–	–	–	–
Manufacturing	187	11.20	13.56	9.65–13.56	–	–	20	–	8	2	–	–	–	–	–	1	11	25	–	3	5	9	103	–	–	–	–
Janitors, porters, and cleaners	446	8.87	8.53	7.16–10.32	6	9	6	4	20	30	14	15	15	21	82	47	22	4	44	–	26	81	–	–	–	–	–
Manufacturing	250	9.99	8.94	8.30–12.80	–	–	–	–	–	–	–	3	14	20	52	45	20	1	–	–	14	81	–	–	–	–	–
Nonmanufacturing	196	7.45	6.80	5.64–10.31	6	9	6	4	20	30	14	12	1	1	30	2	2	3	44	–	12	–	–	–	–	–	–

See footnotes at end of tables.

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Table A-17. Average hourly earnings of maintenance, toolroom, powerplant, material movement and custodial workers by sex in establishments employing 500 workers or more in Buffalo, NY, October 1985

Sex,[4] occupation, and industry division	Number of workers	Average (mean[1]) hourly earnings (in dollars)[2]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance electricians	585	14.43
Manufacturing	552	14.49
Maintenance machinists	134	12.86
Maintenance mechanics (machinery)	823	14.89
Manufacturing	810	14.89
Maintenance pipefitters	225	14.83
Manufacturing	223	14.87
Millwrights	344	14.49
Manufacturing	344	14.49
Motor vehicle mechanics	187	13.59
Manufacturing	74	14.39
Nonmanufacturing	113	13.07
Transportation and utilities	94	13.08
Maintenance workers (general)	87	11.11
Machine-tool operators (toolroom)	339	14.67
Manufacturing	339	14.67
Tool and die makers	659	14.37
Manufacturing	659	14.37
Stationary engineers	129	14.04
Manufacturing	120	14.20
Material movement and custodial occupations - men		
Truckdrivers	559	13.06
Manufacturing	95	11.91
Nonmanufacturing	464	13.29
Truckdrivers, tractor-trailer	291	12.80
Receivers	83	9.91
Manufacturing	61	9.84
Warehousemen	563	11.67
Nonmanufacturing	489	11.95
Material handling laborers	391	10.83
Manufacturing	362	11.35
Forklift operators	679	12.32
Manufacturing	635	12.31
Guards	211	11.14
Manufacturing	169	11.68
Guards I	189	11.35
Manufacturing	147	12.04
Janitors, porters, and cleaners	330	9.20
Manufacturing	194	10.26
Nonmanufacturing	136	7.68
Material movement and custodial occupations - women		
Janitors, porters, and cleaners	112	7.95
Manufacturing	56	9.02
Nonmanufacturing	56	6.88

See footnotes at end of tables.

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Footnotes

Some of these standard footnotes may not apply to this bulletin.

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost-of-living allowances and incentive payments, however, are included.

[3] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[4] Earnings data relate only to workers whose sex identification was provided by the establishment.

[5] Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

[6] Data do not meet publication criteria or data not available.

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Appendix A. Scope and Method of Survey

In each of the 70 areas[1] currently surveyed, the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those with fewer than 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

Bureau field representatives obtain data by personal visits at 3-year intervals. In each of the two intervening years, only information on employment and occupational earnings are collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained for the following two annual surveys. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, for occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases - but not bonuses - under cost-of-living allowance clauses, and incentive payments, however, are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Most A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational

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average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time, expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

The indexes and percent increases are based on changes in average hourly earnings of men and women in establishments reporting the trend jobs in both the current and previous year (matched establishments). The data are adjusted to remove the effect on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees may enter at the bottom of the range, depressing the average without a change in wage rates.

Occupations used to compute wage trends are:

Office clerical

Secretaries
Stenographers I and II
Typists I and II
File clerks I, II, and III
Messengers
Switchboard operators
Order clerks I and II
Accounting clerks I, II, III, and IV
Payroll clerks
Key entry operators I and II

Electronic data processing

Computer systems analysts I, II, and III
Computer programmers I, II, and III
Computer operators I, II, and III

Industrial nurses

Registered industrial nurses

Skilled maintenance

Carpenters
Electricians
Painters
Machinists
Mechanics (machinery)
Pipefitters
Motor vehicle mechanics
Tool and die makers

Unskilled plant

Janitors, porters, and cleaners
Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Average earnings are computed for each occupation for the 2 years being compared. The averages are derived from earnings in those establishments which are in the survey both years; it is assumed that employment remains unchanged.

2. Each occupation is assigned a weight based on its proportionate employment in the occupational group.

3. These weights are used to compute group averages. Each occupation's average earnings (computed in step 1) are multiplied by its weight. The products are totaled to obtain a group average.

4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

The index is computed by adding 100 to the most recent percent increase, multiplying the total by the previous year's index number, and dividing the product by 100 to obtain the current index value.

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), yield different results than comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences. The following procedures are used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.

2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.

3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and employee benefits

Tabulations on selected establishment practices and employee benefits (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals. These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; health, insurance, and retirement plans; and other selected benefits are presented (in the B-series tables) in the previous bulletin for this area.

[1] The Bureau also conducts more limited area studies in approximately 96 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Appendix table 1. Establishments and workers within scope of survey and number studied in Buffalo, NY,[1] October 1985

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments		
		Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
				Number	Percent	
All establishments						
All divisions	-	880	169	197,044	100	93,534
Manufacturing	50	336	63	95,411	48	44,123
Nonmanufacturing	-	544	106	101,633	52	49,411
Transportation, communication, and other public utilities[5]	50	60	24	14,831	8	11,198
Wholesale trade[6]	50	90	12	7,828	4	1,879
Retail trade[6]	50	211	26	36,346	18	17,188
Finance, insurance, and real estate[6]	50	49	13	18,091	9	10,310
Services[6,7]	50	134	31	24,537	12	8,836
Large establishments						
All divisions	-	71	50	94,117	100	75,287
Manufacturing	500	32	21	45,944	49	36,559
Nonmanufacturing	-	39	29	48,173	51	38,728
Transportation, communication, and other public utilities[5]	500	6	6	8,914	9	8,914
Wholesale trade[6]	500	1	1	875	1	875
Retail trade[6]	500	16	13	17,154	18	15,289
Finance, insurance, and real estate[6]	500	9	5	14,275	15	9,275
Services[6,7]	500	7	4	6,955	7	4,375

[1] The Buffalo, NY Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Erie and Niagara Counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Abbreviated to "transportation and utilities" in the A-series tables. Taxicabs and services incidental to water transportation are excluded. The municipally operated portion of Buffalo's transit system is excluded by definition from the scope of the survey.

[6] Separate data for this division are not presented in the A-series tables, but the division is represented in the "all industries" and "nonmanufacturing" estimates.

[7] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

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Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors; apprentices; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Learners, beginners, and trainees, unless specifically included in the job description, are excluded.

The titles and 2, 3, or 4-digit codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual (SOC)* , issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. The BLS occupation, "Registered Industrial Nurse," for example, is limited to workers providing medical assistance and other related services (e.g., health education) to persons who are ill or become ill or suffer an injury in a factory or other establishment. The SOC occupation (code 29) includes a variety of registered nurses (e.g., school nurse, head nurse, general duty nurse, private duty nurse) that are excluded from the BLS description.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Office

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently, receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;

b. Stenographers not fully performing secretarial duties;

c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;

d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;

e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;

f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;

g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;

h. Trainees.

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Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) Level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of Secretary's Supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1

Organizational structure is not complex and internal procedures and administrative controls are simple and informal: supervisor directs staff through face-to-face meetings.

LS-2

Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trades, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3

Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decisionmaking authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1

Carries out recurring office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters;
b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms;
c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format;
d. Maintains recurring internal reports, such as: time and leave records, office equipment listings, correspondence controls, training plans, etc.;
e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2

Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name;
b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings;
c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed;
d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff;
e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3

Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

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a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval;
b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc;, and informs supervisor on matters to be considered;
c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff;
d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction;
e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

LR-4

Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized;
b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations;
c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems;
d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts;
e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, members of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria For Matching Secretaries By Level

Level of Secretary's Supervisor	Level of Secretary's Responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I	II	III	IV
LS-2	I	III	IV	V
LS-3	I	IV	V	V

STENOGRAPHER

(4623: Stenographer)

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings.

Excluded from this definition are:

a. Trainee positions not requiring a fully qualified stenographer;
b. Secretaries providing the principal secretarial support in an office and performing more responsible and discretionary tasks, as described in LR-1 through LR-4 in the secretary definition above;
c. Stenographers who take dictation involving the frequent use of a wide variety of technical or specialized vocabulary. Typically this kind of vocabulary cannot be learned in a relatively short period of time, e.g., a month or two;
d. Stenographers, such as shorthand reporters, who record material verbatim at hearings, conferences, or similar proceedings.

Stenographer I

Takes and transcribes dictation, receiving specific assignments along with detailed instructions on such requirements as form and presentation. The transcribed material is typically reviewed in rough draft, and the final transcription is reviewed for conformance with the rough draft. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc.

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Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow-up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TYPIST

(4624: Typist)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

WORD PROCESSOR

(4624: Typist)

Primary duty is to operate word-processing equipment to enter, store, retrieve, change, and present text or tabulations. Produces a variety of printed copy such as letters, documents, or reports. May enter regularly used formats or stored paragraphs that are organized and coded for future use. Recorded texts can be changed by rearranging paragraphs, replacing words, shifting lines, etc.

(Word-processing equipment typically has a full- or partial-page video-display screen (CRT) and a separate printer. The equipment may be integrated with a digital computer, have telecommunications capabilities, and also have capabilities for adding to or upgrading features. Automatic or electronic typewriters with limited text-editing capabilities, and often with single-line electronic display "windows," are not considered word-processing equipment.)

Excluded from this definition are:

a. Workers whose primary function is to enter a data base for purposes other than composition (see key entry operator);
b. Workers who use equipment and data base for purposes such as accounting, inventory control, sales, or original writing and editing;
c. Workers responsible for preparation of published reports, including page layout or selection of different type sizes.

Positions are classified into levels on the basis of the following definitions:

Word Processor I

Performs tasks requiring a knowledge of the word-processing equipment and familiarity with the formats and forms used in the establishment. Proficiency in grammar, spelling, and punctuation is also required to produce printed materials accurately. May refer problems to supervisor or higher level processor, or refer to operating manual.

Word Processor II

Work at this level requires considerable classroom or on-the-job training and may involve working directly with task originator rather than through supervisor. In addition to work assignments described for level I, duties include *one or more of the following:*

a. Uses the more sophisticated features of the equipment to carry out complex assignments, such as sorting, merging, and organizing text, or maintaining files;
b. Applies knowledge of specialized terminology or foreign language;
c. Tests new applications and procedures; or
d. Trains lower level processors.

FILE CLERK

(4696: File clerk)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions:

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

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File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

(4745: Messenger)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening mail, distributing mail on a regularly scheduled route or in a familiar area, and other minor clerical work. May deliver mail that requires some special handling, e.g., mail that is insured, registered, or marked for special delivery.

Excluded are positions which include any of the following as significant duties:

a. Operating motor vehicles;
b. Delivering valuables or security-classified mail when the work requires a continuing knowledge of special procedures for handling such items;
c. Weighing mail, determining postage, or recording and controlling registered, insured, and certified mail in the mail room;
d. Making deliveries to unfamiliar or widely separated buildings or points which are not part of an established route; or
e. Directing other workers.

RECEPTIONIST

(4645: Receptionist)

Greets visitors, determines nature of visits, and directs visitors to appropriate persons. Receptionist duties may also include providing information, making appointments, answering a telephone (other than switchboard or console), keeping a log of visitors, and issuing visitor passes. May also perform typing or other routine clerical duties which may occupy a major portion of time, and are usually performed at the reception desk.

This classification excludes workers operating a telephone switchboard or console, performing guard duties, or performing more difficult clerical duties.

SWITCHBOARD OPERATOR

(4732: Telephone operator)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

ORDER CLERK

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: Quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order. *Exclude workers paid on a commission basis or whose duties include any of the following:* Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Order Clerk I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Order Clerk II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

ACCOUNTING CLERK

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

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Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV *require* a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

PAYROLL CLERK

(4713: Payroll and timekeeping clerk)

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves *most of the following*: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

Professional and Technical

COMPUTER SYSTEMS ANALYST, BUSINESS

(1712: Computer systems analyst)

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifica-

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tions needed to enable programmers to prepare required digital computer programs. Work involves *most of the following*: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Computer Systems Analyst I

Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

Computer Systems Analyst II

Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied. *OR*

Works on a segment of a complex data processing scheme or system, as described for level III. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Computer Systems Analyst III

Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate follow-up actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

COMPUTER PROGRAMMER, BUSINESS

(3971: Programmer, business)

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves *most of the following*: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Computer Programmer I

Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

Computer Programmer II

Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine recordkeeping operations. *OR*

Works on complex programs (as described for level III) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction. May guide or instruct lower level programmers.

Computer Programmer III

Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

COMPUTER OPERATOR

(4612: Computer operator)

In accordance with operating instructions, monitors and operates the control console of a digital computer to process data. Executes runs by either serial processing (processes one program at a time) or multiprocessing (processes two or more programs simultaneously). The following duties characterize the work of a computer operator:

a. Studies operating instructions to determine equipment setup needed;
b. Loads equipment with required items (tapes, cards, disks, paper, etc.);
c. Switches necessary auxiliary equipment into system;
d. Starts and operates computer;
e. Responds to operating and computer output instructions;
f. Reviews error messages and makes corrections during operation *or* refers problems;
g. Maintains operating record.

May test-run new or modified programs. May assist in modifying systems or programs. The scope of this definition includes trainees working to become fully qualified computer operators, fully qualified computer operator, and lead operators providing technical assistance to lower level operators. It excludes workers who monitor and operate remote terminals.

For wage study purposes, computer operators are classified as follows:

Computer Operator I

Work assignments are limited to established production runs (i.e., programs which present few operating problems). Assignments may consist primarily of on-the-job training (sometimes augmented by classroom instruction). When learning to run programs, the supervisor or a higher level operator provides detailed written or oral guidance to the operator before and during the run. After the operator has gained experience with a program, however, the operator works fairly independently in applying standard operating or corrective procedures in responding to computer output instructions or error conditions, but refers problems to a higher level operator or the supervisor when standard procedures fail.

Computer Operator II

In addition to established production runs, work assignments include runs involving new programs, applications, and procedures (i.e., situations which require the operator to adapt to a variety of problems). At this level, the operator has the training and experience to work fairly independently in carrying out most assignments. Assignments may require the operator to select from a variety of standard setup and operating procedures. In responding to computer output instructions or error conditions, applies standard operating or corrective procedures, but may deviate from standard procedures when standard procedures fail if deviation does not materially alter the computer unit's production plans. Refers the problem or aborts the program when procedures applied do not provide a solution. May guide lower level operators.

Computer Operator III

In addition to work assignments described for Computer operator II (see above) the work of Computer operator III involves at least one of the following:

a. Deviates from standard procedures to avoid the loss of information or to conserve computer time even though the procedures applied materially alter the computer unit's production plans;
b. Tests new programs, applications, and procedures;
c. Advises programmers and subject-matter experts on setup techniques;
d. Assists in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and/or (3) switching to emergency backup procedures (such assistance requires a working knowledge of program language, computer features, and software systems).

An operator at this level typically guides lower level operators.

PERIPHERAL EQUIPMENT OPERATOR

(4613: Peripheral equipment operator)

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy;
b. Labeling tape reels, disks, or card decks;
c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives;
d. Setting controls which regulate operation of the equipment;
e. Observing panel lights for warnings and error indications and taking appropriate action;

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f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see Computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

COMPUTER DATA LIBRARIAN

(4696: File clerk)

(4754: Stock and inventory clerk)

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

DRAFTER

(372: Drafting occupation)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
b. Illustrating work requiring artistic ability;
c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
e. Supervisory work involving the management of a drafting program or the supervision of drafters.

Positions are classified into levels on the basis of the following definitions.

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy.

Drafter III

Prepares various drawings of parts and assemblies, including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter V

Works closely with design originators, preparing drawings of unusual, complex or original designs which require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally perform engineering design work in interpreting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

(3711: Electrical and electronic engineering technologist and technician)

(615: Electrical and electronic equipment repairer)

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling,

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troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions:

Electronics Technician I

Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot-checked, but is given detailed review when new or advanced assignments are involved.

Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically *can* be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the level III technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically *cannot* be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

REGISTERED INDUSTRIAL NURSE

(29: Registered nurse)

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

(6422: Carpenter)

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER
(6442: Painter, construction and maintenance)

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work *involves the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST
(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)
(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE PIPEFITTER
(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

MILLWRIGHT
(6178: Millwright)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

MOTOR VEHICLE MECHANIC
(611: Vehicle and mobile equipment mechanic and repairer)

Repairs, rebuilds, or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors of an establishment. Work involves most of the following: Diagnosing the source of trouble and determining the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. In general, the work of the motor vehicle mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles or who only perform minor repair and tuneup of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

GENERAL MAINTENANCE WORKER
(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of building structures and their mechanical, electrical, or sanitary systems. May also perform general maintenance and repair of the establishment's machinery. Work requires a basic practical knowledge of several maintenance trades in order to perform most of the following: Keeping in good repair building woodwork; replacing electrical switches, fixtures, and motors; occasional painting or touching up of structure or equipment; repairing or replacing plumbing fixtures; and replacing broken window panes.

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Excluded are positions requiring a formal apprenticeship or equivalent training in one or more crafts. Also excluded are workers participating in such a program.

MAINTENANCE TRADES HELPER

(863: Helper; mechanic and repairer)
(864: Helper; construction trades)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

(6813: Machinist)
(731-2: Metalworking and plasticworking machine setup operator)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does *not* include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

(6931: Stationary engineer)

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; workers in establishments producing electricity, steam, or heated or cooled air primarily for sale; and boiler tenders.

Material Movement and Custodial

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)
Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)
Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

SHIPPER AND RECEIVER

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing

day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shippers typically are responsible for most of the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper
Receiver
Shipper and receiver

WAREHOUSEMAN

(4754: Stock and inventory clerk)

As directed, performs a *variety* of *warehousing* duties which require an *understanding of the establishment's storage plan*. Work involves *most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

(8761: Hand packer and packager)

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following:* Manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by handtruck, cart, or wheelbarrow.

Excluded from this definition are workers whose primary function involves:

a. Participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);
b. Stocking merchandise for sale;
c. Counting or routing merchandise;
d. Operating a crane or heavy-duty motorized vehicle such as forklift or truck;
e. Loading and unloading ships (longshore workers); or
f. Traveling on trucks beyond the establishment's physical location to load or unload merchandise.

POWER-TRUCK OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator
Power-truck operator (other than forklift)

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not

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required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

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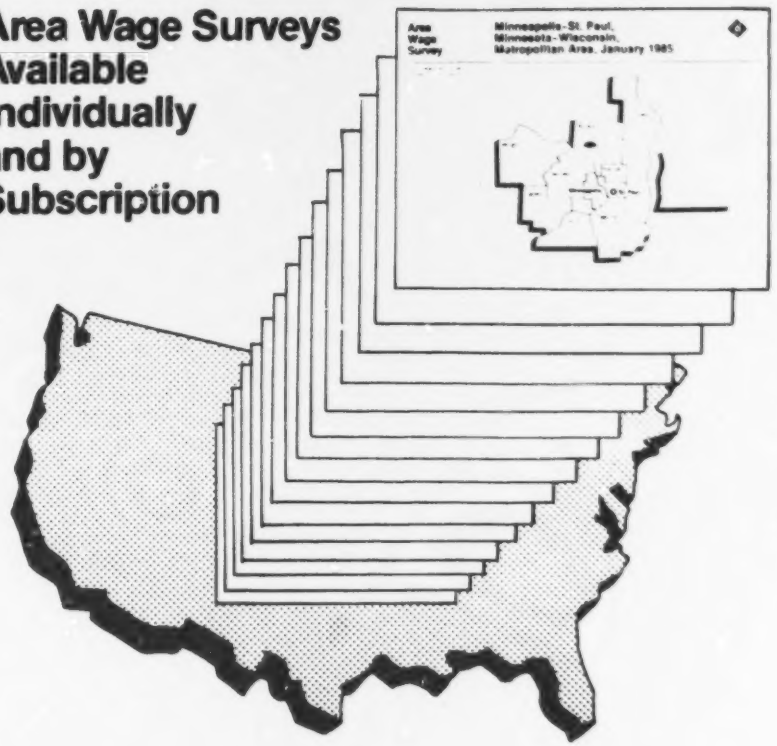

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